



# The UPS Foundation Policies & Governance

The UPS Foundation is a separate legal entity from UPS with tax-exempt status under section 501(c)(3) IRS tax code. Funding for the Foundation is provided by annual contributions from the company's profits.

We seek to support organizations that, like UPS and The UPS Foundation, do not discriminate in the delivery of charitable services and support equity and inclusion, community safety, environmental sustainability, and volunteerism. Accordingly, an applicant must certify that it is compliant with The UPS Foundation's Grantee Non-Discrimination Policy in order to receive a grant from The UPS Foundation (policy set forth below). Any organization that receives a grant and is later found to be noncompliant with The UPS Foundation's Grantee Non-Discrimination Policy, as determined in the sole discretion of The UPS Foundation based on all appropriate facts and circumstances, will be required to return all or part of the grant.

## Grantee Non-Discrimination Policy

Organizations seeking financial support from The UPS Foundation must certify that their charitable and/or educational programs and services are offered and provided to the intended beneficiaries without discrimination on the basis of race, color, gender, national origin, religion, disability, medical condition, marital status, sexual orientation, gender identity, veteran or military status, pregnancy, ancestry, age, or any other characteristic protected by federal, state, county, or local laws, regulations or ordinances.

Notwithstanding the preceding, organizations that offer gender-based programs or have programs and services designed to benefit a specific population will not be considered discriminatory for this reason alone.

## Conflict of Interest Policy

The UPS Foundation wants to avoid situations in which the business or personal interests of a trustee, officer, staff member, associate, or advisory committee member may inappropriately influence the Foundation's decision-making process.

To view this policy in its entirety, refer to [about.ups.com](http://about.ups.com).

## In-Kind Donations Policy

The UPS Foundation coordinates in-kind shipment support to a select group of leading humanitarian logistics partners, providing annual in-kind shipping budgets to these agencies for preparedness, urgent response, post-crisis recovery and public health system strengthening efforts. These established partnerships ensure that UPS can make a critical

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difference in communities affected by disaster or other crises. UPS does not accept collection drive items, nor does it ship items for individuals. All in-kind shipments must have a pre-identified recipient or non-profit agency at destination. UPS encourages *Version as of April 14, 2021 2*

individuals to provide monetary donations to agencies actively engaged in humanitarian response and recovery. We recommend product donors donate to Good360.org. For more information on how you can find out what agencies are actively engaged in response and recovery efforts, go to The Center for Disaster Philanthropy, InterAction.org or UNOCHA.org.

### **\*UPS does not accept or respond to unsolicited grant proposals.**

Nonprofit funding is determined in one of two ways: The UPS Foundation solicits grant proposals from preeminent organizations within our focus areas or through a recommendation made by a UPS employee who is actively volunteering with the agency. The best way for your organization to be considered for funding by UPS is to engage UPS volunteers and then ask them to log their volunteer hours in the Neighbor-to-Neighbor tracking system. Any hours logged are open for funding opportunities by our local offices. Read more about funding programs under the Volunteerism icon.

*Arts & Culture* – May be supported through local community investment grants and/or charitable sponsorships if the cause addresses unique community needs and if there is extraordinary engagement by UPS volunteers. Otherwise, not supported through direct grants from the Foundation.

*Health, Diseases & Human Services* – UPS supports United Way, the world's largest human services organization, which provides these services. In addition, health and disease-related causes may be supported through local community investment grants and/or charitable sponsorships if the cause addresses unique community needs and if there is extraordinary engagement by UPS volunteers. Otherwise, not supported through direct grants from the Foundation.

*Early Youth Development and Education & Family Programs* – In the U.S., early childhood education and family programs are supported through our United Way partnership and are funding priorities for the Annie E. Casey Foundation, established by UPS's founder. In addition, may be supported through local community investment grants and/or charitable sponsorships if the cause addresses unique community needs and if there is extraordinary engagement by UPS volunteers. Otherwise, not supported through direct grants from the Foundation.

*Faith-based Organizations* – May be supported through local community investment grants as long as programs funded are inclusive of all denominations and do not discriminate against anyone in the communities they serve.

*Animal-related Causes* – Reviewed on a case-by-case basis. The Foundation prioritizes its limited resources on programs that directly support human welfare and impact the human condition.